

The Center for Junior Officers

30
UNDER
30

LEADER DEVELOPERS

2020



THE CENTER FOR
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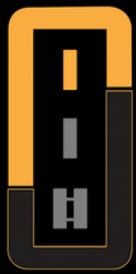
INSPIRE. DEVELOP. INNOVATE.

The Center for Junior Officers

30 Under 30 Leader Developers for 2020

| | | | |
|-------|--------------------|--------|-------------------|
| CPT | Tyran Askew | CPT | Jon Lidefeld |
| ILT | Jonah Birnberg | CPT | Lorenzo Llorente |
| ILT | Quanzel Caston | CPT | Samuel Lowell |
| CPT | Sebastian Coates | CPT | Levi McClenny |
| CPT | Johnathan Crucitti | CPT | Wayne Pak |
| Cadet | John Douglas, IV | ILT | Anthony Pignone |
| CPT | Natalia Drew | CPT | Nijel Rogers |
| ILT | Marissa Duvall | CPT | Ryan Rogers |
| CPT | Robert Fetters | CPT | George Schoenfeld |
| 2LT | Hope Hack | ILT | Stephanie Walker |
| CPT | Justin Hall | ILT | Cole Stewart |
| CPT | Allyson Hauptman | ILT | Nicholas Swartz |
| CPT | Sean Hughes | ILT(P) | Jennifer Wain |
| CPT | Steven Krawczyk | 2LT | Haley Watson |
| ILT | Terry Lee | ILT | Margaret Zaleski |





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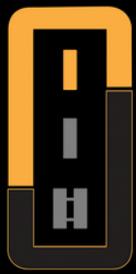
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"Seek to do everything you can to build and foster mutual trust with those around you in your formation. Listen, intently, to those up, down, and laterally - and embody a climate of empathy, respect, and hard work."

1LT AJ Pignone
Military Intelligence
MCoE CCC Student





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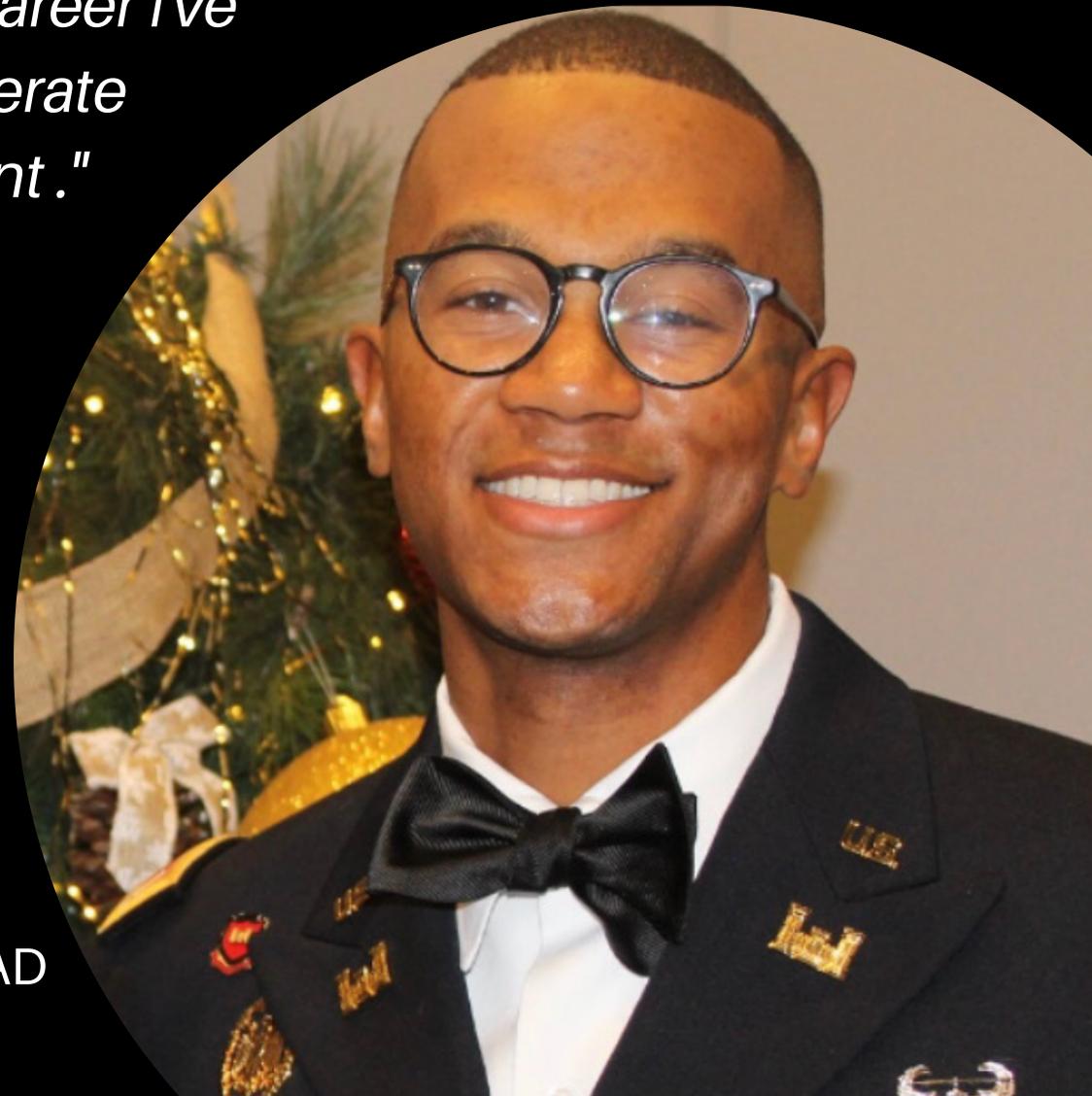
"I see leader development as a direct investment in your team. Investing in the team has far reaching benefits such as improved culture, better work environment, advancement, and cohesion. In my career I've seen the best teams have a deliberate approach to leader development."

1LT Terry Lee

Engineer

B CO, 40th BEB, 2ABCT, 1AD

Fort Bliss, TX





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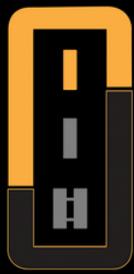
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"For other leaders who want to focus on leader development, you must set the time aside and dedicate the time slot for development. Too often leadership professional development sessions are pushed to the side for other events, but you must make that time for others."

CPT George Schoenfeld
Military Police
978th MP CO, 93D MP BN
Fort Bliss, TX





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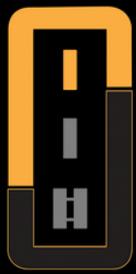
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"I focus on leader development because it directly impacts the success of the military's future."



1LT(P) Jennifer Wain
Field Artillery
HHC, 44th IBCB
Lawrenceville NJ



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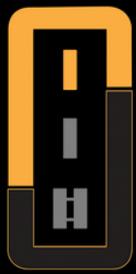
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"I focus on leader development so that I can lower the barriers to success for others and to learn from lived experiences different than my own. For those wanting to focus on leader development, my advice is to remember that no one has better knowledge, simply different knowledge."

CPT Jon Lindefjeld, MD, MSc
Medical Corps
HHC, Troop Command, Walter
Reed Military Medical Center





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"I focus on leader development because it is necessary for the U.S. Army and other organizations like it. I was the benefactor of phenomenal leader development as I was surrounded by some of the Army's best leaders as a junior officer. Their care and mentorship made me into the leader I am today. Many of the leaders I have had as a junior officer had served in the 75th Ranger Regiment."

CPT Sebastian Coates
Medical Service
557th Medical Co, 421st Medical Bn,
30th Medical Bde
Smith Barracks-Baumholder, Germany





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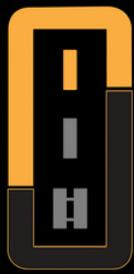
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"I focus on leader development because I feel like I have had some phenomenal opportunities within the Army, but also some great failures. By individually processing these experiences, translating them into positive and negative lessons-learned, and eventually sharing those experiences, I feel like I can help someone experience the great opportunities the Army has to offer while avoiding the failures I have had along the way."

2LT Haley Watson
Aviation
US Army Student Det





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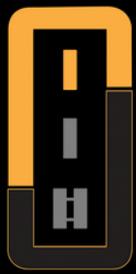
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"Simply, people first. I have been extremely fortunate to have leaders invest in my development, I am simply following their lead... Team success is predicated on collective performance. There is never a single pilot in an aircraft, or a single rifleman on the line. We have got to invest in our teammates- whether subordinate, peer, or even higher- to achieve the levels of performance we need to win in our next fight."

CPT Wayne Pak
Aviation
A, 1-222d AVN REGT
at Fort Eustis, VA





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*"Great systems outlast great leaders.
When leaders develop and are
developed, everyone wins."*



CPT Ryan Rogers
Infantry
B Co, 3rd Ranger Battalion
75th Ranger Regiment



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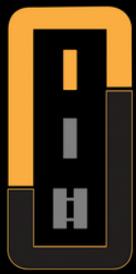
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"We must invest energy- not just time- in the development of junior leaders within our formations and provide them with authentic leader engagement to maximize their performance and strengthen their weaknesses. I have been lucky to have many senior Officers and NCOs teach, coach, and mentor me since I was a cadet, so focusing on leader development is my way of paying it forward. It really takes a village to raise a leader."

CPT Lorenzo Llorente II
Chemical Corps
7th Mission Support Command
at Kaiserslautern, Germany





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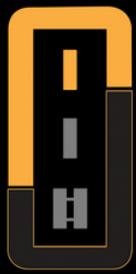
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"We all are leaders of ourself first, so start with you. Only then will you be able to develop others."



CPT Sean Hughes
Engineer
83rd Army Reserve Readiness
Training Center



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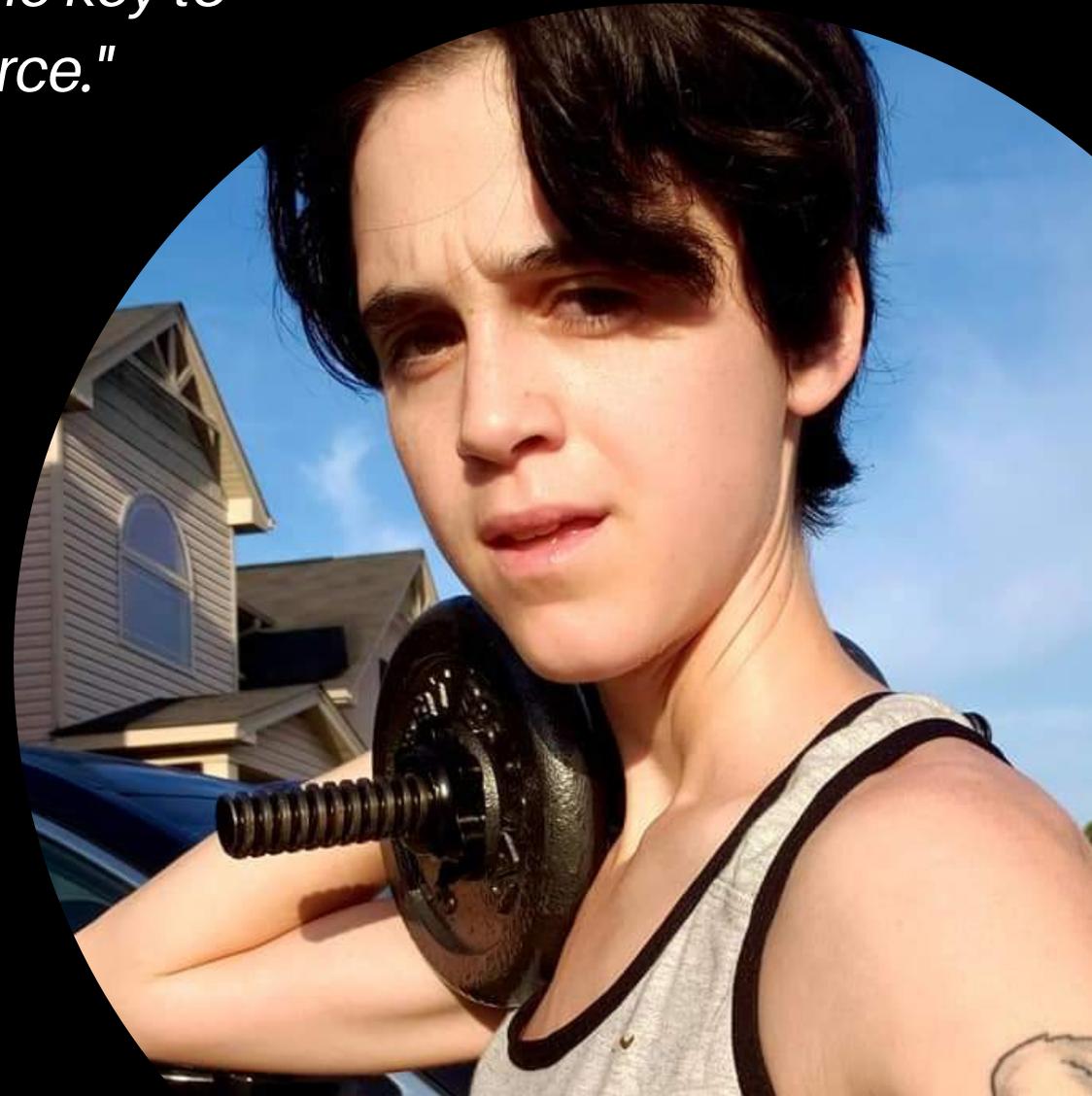
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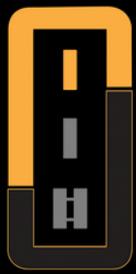
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"I am passionate about leader development, because the success of our Soldiers, of the mission, depends on the first and second line leaders with whom they interact. Competent, motivated leaders are the key to an overall strong and healthy force."



CPT Allyson Hauptman
Cyber
HHC, 915th CWB
at Fort Gordon, GA



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"Be present and know your people. Developing others is ultimately easy, all it takes is genuine effort and presence. You do not truly get to know the wants, needs, goals, and desires of others through Outlook or a quick greeting of the day. Talk to your people, but also listen to your people...you will more than likely walk away being developed yourself."

1LT Cole Stewart
Nurse Corps
B C0, 47th CSH, 62nd MED BDE
at Tripler Army Medical Center





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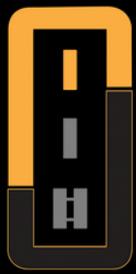
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"I focus on leader development because I recognize the importance of empathy in leadership. By sharing my stories of rape, mental health struggles, and failure, I am able to help leaders create cohesive, positive, and developmental command climates that allow Soldiers the freedom to pursue personal development to make it through their hardest days."

2LT Hope Hack
Military Police
USASD attending graduate
school as a Truman Scholar





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"The trust that organizations rely on for efficiency can only grow through subordinate leader performance and growth. It is the responsibility of the organizational leader and subordinate leader alike to grow together in order to develop an efficient and effective team."

CPT Justin Hall
Aviation
D, 2-3 GSAB
at Hunter AAF, GA





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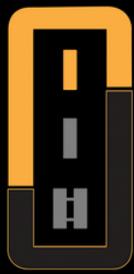
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"Be genuine. Soldiers, especially those who have served for any extended length of time, can see through a phony leader very quickly. If you want to develop leaders, do so in the areas that you know, the areas that you can truly make a difference in. If you are weak in an area, recognize it, use that as an opportunity to seek development from your peer or subordinate and earn trust and respect in the process."

CPT Sam Lowell
Aviation
C/2-210th Aviation Regiment
at Fort Eustis, VA





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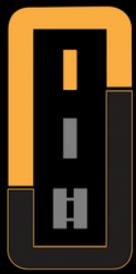
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"Be deliberate and be intentional. Every engagement with Soldiers is an opportunity to develop leaders."



CPT Natalia Drew
Aviation

Bravo Company, 602D ASB
Camp Humphreys, S. Korea



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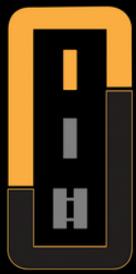
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"You want to be a success? Build a team that can succeed without you. Turn your role into a team builder focused on teaching, coaching and mentoring. What your people accomplish is more influential, and long-lasting, than what you accomplish."

CPT Steven Krawczyk
Field Artillery
C Co, 2-39IN, 165th IN Bde,
Fort Jackson, SC





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"Effective leadership is a compounding force within a unit; a leader that cares, and inspires their Soldiers creates an effect that multiplies throughout the organization."

1LT Nicolas Swartz
Engineer
511th Engineer Dive Detachment
at Fort Eustis, VA





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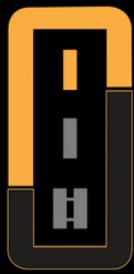
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"I prioritize leader development because leisurely preparing adaptive, resilient, and ready leaders does not align with operating in complex and challenging environments. Leader development is not a destination but an iterative process, requiring leaders to try new methods, reflect on their own performance, and embrace being uncomfortable in the pursuit of unlocking the potential of the teams they serve. What more can I do to better my team? "

CPT Nijel Rogers
Engineer
A CO, HHBn
at Fort Jackson, SC





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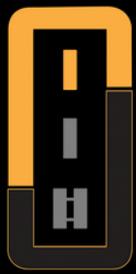
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"Leadership development is the lifeblood of the Army. Since 1775, Army leaders have passed down their lessons learned from generation to generation. This uninterrupted chain forms a collective memory from which our profession of arms is forged. I am proud to be a link in this chain and develop the leaders of tomorrow."

1LT Jonah Birnberg
Signal Corps
1-34 Infantry Regiment
at Fort Jackson, SC





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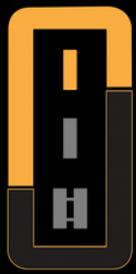
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"Leader development is so important to our Army's growth from the inside out. Engaged leaders in our ranks are how we not only guide others into positions of leadership but also improve our systems and training by giving others the tools to do so. Taking the time to invest in another person's development is one of the biggest ways junior leaders can make a lasting impact on their formations and the Army as a whole."

1LT Maggie Zaleski
Field Artillery
C BTRY, 4-27 FA
at Fort Bliss, TX





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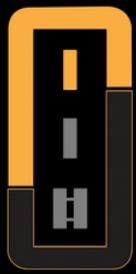
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"As a human being, I believe that the most precious thing we can give to others is our time. I am a product of an investment of time from leaders whose company I did not deserve and strive to give back more than I've taken. The most impactful way that I have found to achieve this is through the intentional development of others."

CPT Jon Crucitti
Infantry

*Bushmaster Company, 3-21 Inf Reg
Fort Wainwright, Alaska*





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"My philosophy is simply Soldiers do not care how much you know, until they know how much you care. In order to effectively develop leaders, those whom you want to develop must know that you are committed to the profession, and the guidance you give is for the betterment for them as individuals, so that they can become better leaders to our Soldiers."

CPT Ty Askew
Signal Corps
HHC, 3SB, 3ID
Fort Stewart, GA





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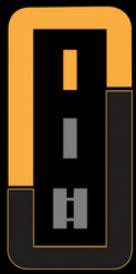
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"There's no better feeling than watching your Soldiers succeed. Take the time to invest in them, and they'll take the time to invest in you."



CPT Robert Fetters
Psychological Operations
HHC, 5th BN, 1st SWTG
Fort Bragg, NC



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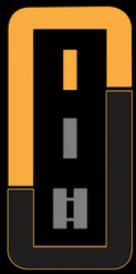
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"Leader development is often as simple as active listening. Talk to people. Ask them about their goals, strengths, and weaknesses. Identify what skills they bring to an already impressive team and what skills they still need to become an even greater contributor. There will always be a product to update or a meeting to go to; make people a priority, always."



CPT Stephanie Walker
Field Artillery
HHB, 2ID DIVARTY
at Joint Base Lewis McChord



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"Focus on developing systems that will allow your organization to continue to function if you step away. Focusing on this aspect of leadership - becoming a systems manager - will require you to develop leaders in your ranks who have ownership and responsibility of their respective programs. Entrusting those you lead to swim on their own is one of the best methods of developing them. Designing systems that are capable of operating in your absence is a direct means of developing those leaders, and is a useful leadership development exercise for yourself."

CPT Levi McClenny
Aviation
E/1-158 AHB, 11th ECAB
Conroe, TX





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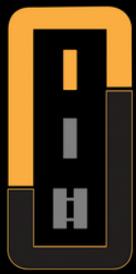
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"It's impossible to know everything about everyone and their experiences. However, you can gain insightful information on how to handle situations, from others who have gone through it. No person is too beneath you, no person is too high up; respecting the Chain of Command is always expected, but we're all people too. Don't dismiss a junior enlisted or senior officer because their mindset is at a different place than yours, everyone in the military has their own unique story. Listen and learn from as many as you can."

1LT Marissa Duvall
Medical Service
US SOUTHCOM





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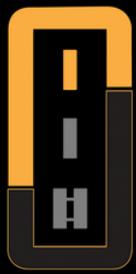
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" My current goal is to create a culture that encourages professional discussions, learning, sharing, and publishing to share and inform others. I have been surrounded by inspiring leaders all of my life. My father has many experiences from his military career and shares them in teachable moments. His friends and colleagues have also been inspiring mentors and provided amazing models of leadership. Our future is what we make of it. I focus on leader development because in a few short years I will be the leader that others will look to for personal development. Additionally, the lessons we are learning today, although focused on military development, are relevant in all aspects of life."

Cadet John Dougls IV
ROTC
Mohawk Battalion
Siena College, Loudonville, NY





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"The business of the Army is not in the machines of war we maintain and operate, or the weapons in the arms room, it's the care and development of the soldiers on the ground. Building leaders in the Army improves our formations by allowing creativity and competency to flourish at every level."

1LT Quanzel Caston

Armor

Apache Troop, 4th Squadron, 9th Cav Reg

Ft. Hood, TX

